

Anti-bullying Policy

At Grantham Farm Montessori School, we are committed to providing a safe, caring and friendly environment for our pupils, so that they can learn in a happy and secure atmosphere, free from fear. Central to the school's anti-bullying policy is the principle that '*bullying is always unacceptable*' and that '*all pupils have a right not to be bullied*'.

Through our policy and practice we will ensure:

- That all in our community understand that no form of bullying is acceptable.
- That everyone knows they can report incidents of bullying, including those who are witnesses.
- The school will always support victims of bullying.
- That we confront bullies with the consequences of their actions and help them modify their behavioural.
- That parental and peer support is sought.
- That everyone in our community knows that we will ALWAYS LISTEN.

What is bullying?

Bullying can be defined as, 'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (Guidance on Preventing and Tackling Bullying, Department for Education). Bullying takes many forms; it can be physical (including any threat of or use of violence of any kind), sexual, verbal (including via email, social media and SMS or other instant messages), or emotional (i.e. excluding, being sarcastic, name-calling, tormenting or spreading malicious rumours), but it is always a repeated behaviour that makes other people feel uncomfortable or threatened. It is the use of hurtful behaviour against another person, which is repeated over a period of time. Bullying can involve manipulating a third party to tease or torment someone, or actions that fall short of direct participation, where someone encourages others to bully, or joins in with laughing at a victim. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying can be:-

- Physical – pushing, tripping up, kicking etc.
- Emotional – name-calling, humiliating someone, making unpleasant comments or taunts.
- Indirect – spreading rumours, whether true or not.
- Prejudice based abuse – this might be racist, sexist, disability, homophobic, transphobic and/or religious based abuse or victimising those who have special needs or disabilities.
- Cyberbullying – any form of bullying using a mobile phone or the internet, chat room or email.
- Inappropriate physical contact.
- Use of sexist language.
- Negative stereotyping.

It may also be bullying when

- A person is always left out or shunned.
- Someone makes a threat of violence against you.
- Someone takes your belongings deliberately.
- Someone tries to force you to do something you do not want to do.

At Grantham Farm Montessori School we take bullying behaviour seriously. We acknowledge that any form of bullying is unacceptable and it will be dealt with immediately. Whilst all these actions are gravely serious and potentially damaging, they are not always bullying. In all situations, whether bullying or not, all inappropriate behaviour will be dealt with by an adult who would always take appropriate steps to stop them from happening. It is important to understand that disagreements between children children of all ages do occur and that with the help of an adult children will be shown the difference between appropriate and inappropriate behaviour and taught how to deal with such incidents in the future.

Prejudice based abuse

Prejudice based abuse or hate crime is any criminal offence which is perceived by the victim or any other person to be motivated by a hostility or prejudice based on a person's real or perceived:

- Disability
- Race
- Religion
- Gender identity
- Sexual orientation

Although this sort of crime is collectively known as 'Hate Crime' the offender doesn't have to go as far as being motivated by 'hate'; they only have to exhibit 'hostility'.

This can be evidenced by:

- threatened or actual physical assault
- derogatory name calling, insults, for example racist jokes or homophobic language
- hate graffiti (e.g. on school furniture, walls or books)
- provocative behaviour e.g. wearing of badges or symbols belonging to known right wing, or extremist organisations
- distributing literature that may be offensive in relation to a protected characteristic
- verbal abuse
- inciting hatred or bullying against pupils who share a protected characteristic
- prejudiced or hostile comments in the course of discussions within lessons
- teasing in relation to any protected characteristic e.g. sexuality, language, religion or cultural background
- refusal to co-operate with others because of their protected characteristic, whether real or perceived
- expressions of prejudice calculated to offend or influence the behaviour of others
- attempts to recruit other pupils to organisations and groups that sanction violence, terrorism or hatred.

As a school we will respond by:

- clearly identifying prejudice based incidents and hate crimes and monitor the frequency and nature of them within the school
- taking preventative action to reduce the likelihood of such incidents occurring
- recognising the wider implications of such incidents for the school and local community
- providing regular reports of these incidents to the Governing Body
- ensuring that staff are familiar with formal procedures for recording and dealing with prejudice based incidents and hate crimes
- dealing with perpetrators of prejudice based abuse effectively
- supporting victims of prejudice based incidents and hate crimes
- ensuring that staff are familiar with a range of restorative practices to address bullying and prevent it happening again

Definition of Cyber Bullying

Cyberbullying can be defined as, 'The use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others,' (Belsey, <http://www.cyberbullying.org/>). It is an aggressive, intentional act carried out repeatedly over time, often against a victim who cannot easily defend himself/ herself.

Cyber-bullying could involve communications by various electronic media, including for example:

- Texts, instant messages or calls on mobile phones.
- The use of mobile phone camera images to cause distress, fear or humiliation.
- Posting threatening, abusive, offensive or humiliating material or comments on websites (including blogs, personal websites and social networking sites such as Facebook, Instagram, Twitter or YouTube).
- Using e-mail to message others in a threatening or abusive manner; or hijacking/ cloning e-mail accounts.

How will we prevent bullying?

Every subject in the curriculum provides an opportunity to promote social behaviour in school. Themes such as teamwork, moral tales and actual concepts of community citizenship are just few examples of how this can be achieved.

The focus of all such work must direct all to be open in dealing with bullying, so that if a pupil is being bullied they must tell someone. We advise the pupils to tell their class teacher or key worker. However, we also urge pupils to tell a friend or any teacher if they feel more comfortable doing so. We also advise pupils to tell their parents if they feel comfortable in doing so.

We will prevent bullying through:

- Upholding the school rules and ensuring that all children are made aware of behavioural expectations. In The Children's House this will take place through gentle yet effective behaviour management, teaching the child right from wrong as s/he goes about his/her school day and through lessons in Grace and Courtesy where the tools for appropriate behaviour are taught and modelled. In Grantham Farm class behavioural expectations will be discussed in group time, which is held every morning and lessons in Grace and Courtesy.
- Employing our Positive Language Policy, PSE and PSHE programmes, these are structured to give pupils an awareness of their social and moral responsibilities, which teach and reinforce a message of community and taking care of each other.
- Developing positive social skills in the pupils in Montessori Grace and Courtesy lessons, following the Montessori ethos that encourages children to treat each with respect, consideration and compassion.
- Encouraging pupils to tell a member of staff at once if they know or suspect that bullying is taking place.
- An overriding school ethos of respect for each and every person.
- All staff modelling good manner and actions at all times.
- We provide our pupils with advice on where to seek help, including details of confidential help lines and websites connecting to external specialists, such as Childline, Kidscape, Get Connected, and the Samaritans.

In addition:-

- We will raise awareness about bullying and ensure that children, staff and parents know and understand our Anti-bullying Policy.
- Our children will be encouraged to follow the school rules, which encourage good behaviour and discipline.
- Adults will model respectful behaviour that children can follow.
- We will all be respectful of each other's feelings, beliefs and rights.
- We will encourage the children to make good, strong relationships.
- We will teach children about other cultures and beliefs to try to prevent racism and homophobia.
- Children will be helped to understand the needs of others, particularly those with disabilities.
- We will ensure our children understand the importance of being a "TELLING" school and make sure they know how to report bullying.
- Children will learn how to manage their relationships with others and how to be assertive.
- We will work to build confidence in our young people.
- We will work with anyone who bullies to help them change their behaviour.
- Sanctions will be put in place to deal with incidents of bullying.
- We will establish clear rules for playground behaviour and there will always be effective supervision of the children.
- Staff will be trained to care for our children and follow safeguarding procedures.
- Staff will be trained to identify and deal with incidents of bullying.
- We will be mindful that children with special educational needs and disabilities are often at greater risk of being bullied. We are aware that they may not be able to articulate their experiences as well as other children.

Cyberbullying – see e- safety policy

The school also recognises it's duty to take note of bullying which may be perpetrated outside school and which may spill over into school. We will respond to any cyber-bullying we become aware of carried out by pupils when they are away from the site.

Cyber-bullying is defined as "an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself."

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile phones
- The use of mobile phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums

Cyber-bullying may be at a level where it is criminal in character.

It is unlawful to disseminate defamatory information in any media including internet sites.

Section 127 of the Communications Act 2003 makes it an offence to send, by public means of a public electronic communications network, a message or other matter that is grossly offensive or one of an indecent, obscene or menacing character.

The Protection from Harassment Act 1997 makes it an offence to knowingly pursue any course of conduct amounting to harassment.

If we become aware of any incidents of cyberbullying, we will need to consider each case individually as to any criminal act that may have been committed. The school will pass on information to the police if it feels that it is appropriate or are required to do so.

- The school will regularly raise awareness and understanding about cyberbullying to help children stay safe.

Procedures to deal with incidents of bullying

All members of staff take reports of and incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish what has happened by listening to, and talking with, those involved, including witnesses.

- Anyone who witnesses or believes that bullying is taking place must tell an adult (member of staff or parent).
- All incidents of suspected bullying must be reported to the headteacher or deputy on duty at the earliest convenience.
- We will listen carefully and sympathetically to the child/adult reporting the incident.
- Whether or not the incident is that of bullying, we will take steps to stop the reported behaviour.
- If the incident is that of bullying, we will listen and talk to the alleged bully and the child being bullied individually to discuss what has happened to try and work through the problems.
- We will explain to the bully that their actions are hurtful and unacceptable, and offer support and reassurance to the child who has suffered.
- The adult dealing with the situation will explain to the alleged perpetrator why their actions are unacceptable and will try to enable them to see how their actions could cause pain.
- We will explain the bullying behaviour will not be tolerated and has to stop immediately.
- The incident should be recorded on an incident form, signed and dated before it is given to the head teacher who is responsible for keeping all records of bullying and other serious disciplinary offences, securely in a locked cabinet in her office. If it is not practicable to use the form, the incident must still be written down, signed and dated, and securely held.
- The parents/guardians of all parties will be informed in writing and may be invited into school to discuss the matter; their support will be sought.
- A way forward, including behavioural support, disciplinary sanctions and external support where necessary may be employed. Opportunities will be given for the bully to show that their behaviour has changed.
- If they fail to change their behaviour and the bullying is repeated, disciplinary sanctions will be put in place (see School Behavioural Policy.)
- Where appropriate, Safeguarding procedures will be followed.
- Once an incident has been reported and investigated the case will be monitored to ensure that repeated bullying does not take place and to support all pupils concerned in meeting behavioural expectations.
- If a member of staff believes they are being bullied by another member of staff or a parent/carer they should immediately report the incident to the Head Teacher or her Deputy. The behaviour will be investigated and steps taken to stop the reported behaviour. Disciplinary procedures will be followed, if appropriate.
- If a parent/carer feels they are being bullied by a member of staff they should report the incident to the Head Teacher or her Deputy. The incident will be investigated and steps taken to stop the reported behaviour. Parents/carers should be fully aware of the school's Complaints procedure.

Threshold for Reporting Bullying to an External Agency

In all cases of bullying, cyber-bullying and bullying outside of school staff must follow the school's reporting procedures and ensure the DSL is aware of such incidents. In any extreme cases the DSL and Deputy DSL's will decide whether it is appropriate to take the matter further and report the incident to outside agencies such as the police or children's social care. As guidance if a child is suffering harm or is likely to suffer significant harm, then bullying will be treated as a child protection issue. However, in many cases it will be possible to resolve such issues internally under this policy and the school's Behaviour Management Policy.

EYFS Age Group Children

We endorse positive discipline as an affective way to set limits and manage behaviour across the school. In The Children's House the pupils are encouraged to behave towards each other with respect, kindness and consideration. They are encouraged to learn to look after each other, their classroom and everything in it. We expect them to be honest, helpful and polite, and to take pride in their work and to listen to others. When dealing with behaviours in The Children's House, we explain to the children why some forms of behaviour are unacceptable and hurtful to others. We rarely need to impose sanctions in The Children's House, but sometimes a child may need to be removed from the social group for a short period of time, before being reminded about appropriate behaviour toward peers. Parents are always informed when any sanction or reproof is needed, and in cases of repeated instances of hurtful or inappropriate behaviour, they will be invited into the school to discuss the situation with their child's teacher and the head teacher.

Sanctions for Bullying

- Parents informed.
- Pupil may be withdrawn from social contact at lunch/break times.
- Exclusion from lessons.
- Temporary exclusion
- Permanent exclusion.
- In the case of EYFS children, the sanction record will be kept for 3 years.

The School will endeavour to maintain support even when sanctions have been applied. If the School feels that a pattern has emerged with an individual who is being bullied, or someone is bullying, the School will act quickly and sensitively to ensure that this is dealt with.

Guidance and advice on bullying

To the pupil being bullied:

- Revenge is not appropriate.
- Involving other pupils, friends is not helpful, but talking to trusted friends is.
- Report future fears and/or incidents to an appropriate adult.
- Reconciliation or avoidance should be considered.

To the protagonist:

- Behaviour is unacceptable.
- Bullying behaviour is recognised as designed to cause distress.
- Serious sanctions may follow.
- Reconciliation or avoidance should be considered.

To the parents

- Keep the School and staff informed by asking their child to tell the teacher or inform the School as soon as possible.
- Reassure the parents that the School does its best to resolve all cases.
- Parents who are made aware that their child is bullying other children are asked to support their child at home by explaining that what he/she is doing is wrong and makes other children unhappy and by encouraging and modelling positive behaviour.

Help Organisations

Advisory Centre for Education (ACE) 0808 800 5793

Antibullying Alliance <http://www.anti-bullyingalliance.org.uk>

Belsey, <http://www.cyberbullying.org>

Bullying Online <http://www.bullying.co.uk>

Children's Legal Centre 0845 345 4345

Childline 0800 11 11

KIDSCAPE Parents' Helpline 0845 1 205 204

(Mon to Fri 10 am to 4 pm)
Parentline Plus 0808 800 2222
Samaritans 116 123
Youth Access 020 8772 9900

August 2017

Review date: August 2019

Adopted by: Emma Wetherley